



General Assembly

January Session, 2009

Committee Bill No. 5521

LCO No. 2839

02839HB05521LAB

Referred to Committee on Labor and Public Employees

Introduced by:
(LAB)

***AN ACT ELIMINATING CREDIT REPORTS AS A BASIS FOR
EMPLOYMENT DECISIONS.***

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. (NEW) (*Effective October 1, 2009*) No employer or an
2 employer's agent, representative or designee may require an employee
3 or prospective employee to consent to the creation of a consumer
4 report on the employee or prospective employee's credit worthiness,
5 credit standing, or credit capacity, or the disclosure of any such
6 existing consumer report, as a condition of employment unless (1) such
7 a report is substantially related to the employee's current or potential
8 job, (2) such report is required by law, or (3) the employer has
9 reasonable cause to believe the employee has engaged in specific
10 activity that constitutes a violation of the law. For the purposes of this
11 section, "employee" means any person engaged in service to an
12 employer in a business of his employer, and "employer" means any
13 person engaged in business who has one or more employees, including
14 the state or any political subdivision of the state.

This act shall take effect as follows and shall amend the following sections:

Section 1	October 1, 2009	New section
-----------	-----------------	-------------

Statement of Purpose:

To prevent adverse employment decisions against prospective employees on the basis of their credit history.

Co-Sponsors: REP. LESSER, 100th Dist.

H.B. 5521

[Proposed deletions are enclosed in brackets. Proposed additions are indicated by underline, except that when the entire text of a bill or resolution or a section of a bill or resolution is new, it is not underlined.]